

Policy on occupational health and safety

1 Scope

This policy applies to all tasks and activities performed by employees employed by OJ Electronics A/S, in the process of bringing products and services to the market.

In addition, it applies to tasks and activities performed by craftsmen, consultants, temps and others hired by OJ Electronics A/S to perform work on site at headquarters in Sønderborg, in short "externals".

2 Purpose

The purpose of this policy is to describe and convey the position that OJ Electronics A/S takes on occupational health and safety (OHS) and the well-being of its employees, as well as to determine the overall tasks and responsibilities connected to handling occupational health and safety.

3 References

Obligations:	950 001 "List of compliance obligations, occupational health and safety"
Policy:	000 004 "Absenteeism due to illness"
Policy:	000 008 "Employee Handbook"
Business procedure:	010 008 "Employee"
Business procedure:	910 001 "Management of occupational health and safety"

4 Position and objectives

At OJ Electronics A/S, our employees are the most important resource, and all employees have the right to be treated with respect and dignity. We include all relevant factors when we work to ensure the health, safety and well-being of our employees, meaning both physical and mental conditions, including the risk of stress and exposure to bullying and other violations. Our objectives relate to UN- SDG 8.8.

We fulfil our compliance obligations, and our overall objectives are to ensure that

- all employees leave work every day just as happy, healthy, and fit as when they showed up.
- all work tasks can - at all times - be performed in a healthy and safe environment, to prevent work-related injury, illness, and dissatisfaction.
- OJ Electronics A/S is certified according to ISO 45001:2018.

Our basic goals are

- no accidents
- at least 65 near-miss+observations registered per year
- average score on well-being/job satisfaction is no less than 80% in half-yearly registration

5 Responsibilities

Top management group, OHS organisation (AMO), managers, employees and requestors of external labour each have tasks and responsibilities to put this policy into practice, according to business procedure 910 001 "Management of Occupational Health and Safety".

Valid from: 28-01-2026	Policy no. 900 001 07	Process responsible: Managing director AHS
Latest review: 28-01-2026	Prepared by: AMO/BOE, QHSE coord.KAS	Appr. by: Sr. Dir. HR MBE

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6 Approval of the policy

This policy is approved by Managing Director and Senior Director HR. The collaboration committee (samarbejdsudvalget, SU) is informed of the policy and the goals stated. The collaboration committee can be consulted on the content if approvers find it necessary.

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